	_	∞	8.0			8.0	8.
 A. Establish and maintain effective working relationships with subordinates, members and public. 	A 1912	0.8	0				
Department in a professional capacity	8	0.8	9.0			0.8	0.75
D. Be fair, objective and truthful. I. Represent the Fire		8.0	9.0			0.8	0.8
		7	9.0			-	9.0
H. Motivation techniques and practices.	エ		0				
A. Management techniques and practices.	A 23	0.8	9.0			0.8	9.0
G. Public Relations.	G 12:71	0.2	0.4			0.2	0
C. Organization techniques and practices.	ပ	0.6	0.4		i de la companya de	-	0.8
F. Instructional techniques.	ц <u>ў</u>	-	0.6			0.6	0.8
			1				
		21.97	21.51	21.00	19.68	18.99	18.94
		ш	A	4	BB	n	O
r = Enables Performance of the Responsibility		E. Responsible for the safety of HFD members during the performance of assigned duties.	A. Supervises the emergency response of their assigned apparatus to ensure safe and timely response to alarms.	id. Maintains proper skilling for all.	BB. Reports staffing level to the appropriate. superfor officer in a timely marmer.	U. Maintains a high level of preparedness through knowledge and skills to deal with all possible types of emergencies.	D. Provides first-line supervision of probabtionary fire fighters, fire fighters, and engineer/operators involved in the mitigation of emergencies.

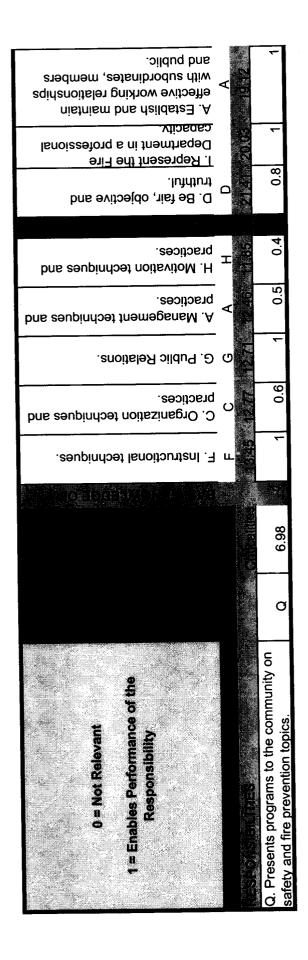
	(01	₹1	41	اها	9.0	9
A. Establish and maintain effective working relationships with subordinates, members and public.	9.0	0.4	0.4	0.8		0
Department in a professional	9.0	9.0	0.6	9.0	9.0	9.0
D. Be fair, objective and truthful.	9.0	9.0	0.8	0.8	0.8	0.8
H. Motivation techniques and practices.	0.6	0.6	9.0	0.6	9.0	0.8
A. Management techniques and practices.	0.8	0.6	0.6	0.8	9.0	
. Public Relations.	0	0	0.2	0	0	0.8
C. Organization techniques and practices.	-	9.0	9.0	0.8	9.0	
т F. Instructional techniques.	0.6	9.0	0	0.2	0	0.8
	18.66	18.54	17.60	17.17	16.93	16.62
	U	В	20	×	00	壬
1 = Not Rejevant Responsibility O = Not Rejevant	C. Sizes-up the scene at emergency medical calls, as a first responder, in order to begin providing needed emergency medical intervention to mitigate the problems encountered within the HFD	B. Sizes-up the scene of fire situations in order to employ proper tactics needed to mitigate the problems encountered.	CC. Maintains the station Captain's log while on duty and log any pertinent information about the current day's activities.	X. Communicates all pertinent information about matters that occurred, while on duty, to one's relief member at the next shift chance.	DD. Maintains the personnel records of members assigned to their station and shift.	HH. Educates self and subordinates to perform duties and responsibilities of the next higher rank.

						=
 A. Establish and maintain effective working relationships with subordinates, members and public. 	A 19 12 0.5		7	7		
Department in a professional capacity	0.03		0.8	0.8	9.0	9.0
D. Be fair, objective and truthful.	D 4		0.6	_	0.5	9.0
H. Motivation techniques and practices.	H. Ž		0.8	0.8	0.8	9.0
A. Management techniques and practices.	A	S	0.4	0.8	0.75	0.8
G. Public Relations.	o ပ	2	0	0	0.5	
C. Organization techniques and practices.	O 1	0.0	9.0	0.8	4.0	0.4
F. Instructional techniques.	(N. 124)	1	8.0	9.0	8.0	9.0
		16.29	16.06	15.43	15.25 25.	14.60
		>	တ	99	ב	0
1 = Enables Performance of the Responsibility		 Completes required reports and forms. 	G. Provides leadership in the proper placement of hose lines to ensure an effective fire attack, which will confine and extinguish hostile fires in order to prevent, stop, or lessen the loss of life and property.	GG. Provides counseling and maintains discipline for all subordinate members by enforcing and complying with HFD guidelines, rules and regulation, and all applicable City policies.	H. Provides leadership in performing search and rescue operations, which assist victims who may have become unconscious, trapped, lost, or otherwise unable to escape a hostile environment unassisted.	O. Safeguards all department property from

90006-000					-	0
A. Establish and maintain effective working relationships with subordinates, members and public.	•	`			10	9.
I. Represent the Fire Department in a professional capacity	0.6	0.667	0.6	0.8	0.75	
D. Be fair, objective and truthful.	9.0	0.75	9.0	0.6	0.8	0.8
H. Motivation techniques and practices.	0.8	1	0.8	9.0	0.8	0.4
A. Management techniques and practices.	0.8	1	0.4	0.6	0.8	9.0
G. Public Relations.	0.2		0.4	0.6	0.2	0
C. Organization techniques and practices.	80	0.75	0.6	0.8	0.8	0.8
т F. Instructional techniques.		-	8.0	-	0.8	0.4
	100 C					
	Z. Z	14.54	14.22	13.95	13.80	13.59
		- Z	z	7	F	>
1 = Enables Performance of the Responsibility	I. Coordinates activities with other responding crews so that teamwork is accomplished and the emergency is brought under control with minimal effort and resources and in the safest way possible.	Secure of the security of the secure of the	N. Conducts overhaul operations to ensure complete extinguishment of fire, make a final search for victims, and save any property that can be saved.	J. Secures hazardous areas to provide safety for citizens and emergency personnel.	T. Directs and supervises general maintenance work in the upkeep of apparatus, facilities, equipment; and grounds around station; supervise minor repairs; washing and drying hose; washing, cleaning, waxing, maintaining and testing	W. Maintains inventories of all station, apparatus, and equipment.

A. Establish and maintain effective working relationships with subordinates, members and public.	A 21 20 12 1	-		
I. Represent the Fire Department in a professional capacity.		9.0	9.0	
D. Be fair, objective and truthful.		0.4	0.8	
H. Motivation techniques and practices.	Σ	0.8	8.0	
A. Management techniques and practices.	∀ 1 1 1 1 1 1 1 1 1 1	9:0	9.0	
G. Public Relations.	O	0.2	9.0	106 4 - 81
C. Organization techniques and practices.	()2439.4	9.0	9.0	
F. Instructional techniques.	ш	0.8	8.0	
		196		
V. Sylvania		13.44	12.23	12.12
		K L	Σ	
1 = Not Relevant Responsibility	R. Conducts and participates in fire drills, classes in firefighting, EMS, Hazardous Materials, and other emergency service related subjects on s dally basis to ensure	F. Supervises the proper development of an adequate water supply when ordered to do so or fire conditions dicate.	M. Leads subordinates in returning places that have been involved in an emergency incident to a reasonably safe condition. Checks for structural damage, evaluate the safety of untilities, and assure the continual operation of fire protection equipment such as fire alarms and sprinklers.	ribile lighting the beliefur and other enti- in order to detect exidence of arson and to protect the scene of any suspected arson incident.

						r	
A. Establish and maintain effective working relationships with subordinates, members and public.							
Department in a professional	0.6		0.6	8.0	9.0	0.4	0.8
D. Be fair, objective and truthful.	9.0		0.8	0.8	0.8	0.4	0.0
H. Motivation techniques and practices.	8.0		9.0	0.6	0.4	0.2	9.0
A. Management techniques and practices.	0.5		0.75	0.75	0.75	0.75	0.75
ര G. Public Relations.	0.5		0	1	0	0	0.8
C. Organization techniques and practices.	0.8		0.4	_	0.8	9.0	0.8
т F. Instructional techniques.	0		0	~	9.0	0	0.8
	12.09		11.84	11.54	10.26	90.6	8.53
	×		Ш	တ	>	7.5	Ъ
1 = Enables Performance of the Responsibility	K. Assumes command at emergency Operations incidents (Haz-Mat, cave-ins, aircraft emergencies, extrications, etc.) and direct operations according to one's level or training, until relieved by a superior officer.	Assists with any special dropping in a signed by the Senter Captain and District hief	EE. Ensures that the member's Texas Driver's license is current at all times.	S. Supervises and participates in Tactical Evaluation and Assignment Planning (TEAP) of buildings, hydrants, and other structures in fire prevention/planning programs.	Y. Assists in department supervisory and administrative activities.	FF. Reports employee changes of address.	P. Directs assigned apparatus in fire prevention activities as assigned.



G. Organize and facilitate through dispatch responses to incidents such as fire, Hazardous Materials, natural disasters, mass casualty events, mitigation of weapons of mass destruction, sircraft incidents and responses to technical rescue situations.			1				0
E. Analyze and implement for	ш 14.	-	-1-			1 0	0
C. Recognize and reward individual and group needs and accomplishments.		Ì			i i i a		
H. Understand and implement Fire Department Orders and Guidelines.	I 8	~					
B. Work with personnel in a harmonious manner in order to objectives.	B (8.51	1	1			0	7
	Signification.	21.97	21.51	24.00	19.88	18.99	18.94
		Ш	A	AA	98	ח	٥
1= Enables Performance of the Responsibility		E. Responsible for the safety of HFD members during the performance of assigned duties.	A. Supervises the emergency response of their assigned apparatus to ensure safe and timely response to alarms.	A.C. Nemerics proper searing for all	BB. Reports staffing level to the appropriate superior officer in a timely manner.	U. Maintains a high level of preparedness through knowledge and skills to deal with all possible types of emergencies.	D. Provides first-line supervision of probabtionary fire fighters, fire fighters, and engineer/operators involved in the mitigation of emergencies.

G. Organize and facilitate through dispatch responses to incidents such as fire, Hazardous Materials, natural events, mitigation of weapons of mass destruction, sircraft incidents and responses to technical rescue situations.		~	0	0	0	0
E. Analyze and implement for beneficial effects.	7-		0	0	0	
C. Recognize and reward individual and group needs and accomplishments.	0	0	7		0	
H. Understand and implement T Fire Department Orders and Guidelines.	_	1	~			
B. Work with personnel in a harmonious manner in order to objectives.	0	0	0	-	0	-
	18.66	18.54	17.60	17.77	16.93	16.62
	U	æ	S	×	00	壬
1 = Enables Performance of the Responsibility	C. Sizes-up the scene at emergency medical calls, as a first responder, in order to begin providing needed emergency medical intervention to mitigate the problems encountered within the HFD	B. Sizes-up the scene of fire situations in order to employ proper tactics needed to mitigate the problems encountered.	CC. Maintains the station Captain's log while on duty and log any pertinent information about the current day's activities.	X. Communicates all pertinent information about matters that occurred, while on duty, to one's relief member at the next shift change.	DD. Maintains the personnel records of members assigned to their station and shift.	HH. Educates self and subordinates to perform duties and responsibilities of the next higher rank.

incidents such as fire, Hazardous Materials, natural disasters, mass casualty events, mitigation of weapons of mass destruction, aircraft incidents and responses to technical rescue situations.	10	0		0	7-	0
G. Organize and facilitate through dispatch responses to						
E. Analyze and implement for beneficial effects.	П	0	0	0	0	0
C. Recognize and reward individual and group needs and accomplishments.	10	0	4	_	-	
H. Understand and implement Fire Department Orders and Guidelines.	T (8)	-	-	~	~	-
B. Work with personnel in a harmonious manner in order to obtain approved goals and objectives.	B	0	1	-	_	-
		16.29	16.06	15.43	15.25	14.60
		>	g	GG	Ι	0
0 = Not Relevant 1 = Enables Performance of the Responsibility		V. Completes required reports and forms.	G. Provides leadership in the proper placement of hose lines to ensure an effective fire attack, which will confine and extinguish hostile fires in order to prevent, stop, or lessen the loss of life and property.	GG. Provides counseling and maintains discipline for all subordinate members by enforcing and complying with HFD guidelines, rules and regulation, and all applicable City policies.	H. Provides leadership in performing search and rescue operations, which assist victims who may have become unconscious, trapped, lost, or otherwise unable to escape a hostile environment unassisted.	O. Safeguards all department property from abuse or waste.

G. Organize and facilitate through dispatch responses to incidents such as fire, Hazardous Materials, natural events, mitigation of weapons of mass destruction, sircraft incidents and responses to technical rescue situations.		0	7	0	0	0 0
E. Analyze and implement for beneficial effects.						
C. Recognize and reward individual and group needs and secomplishments.	~		-	0		
H. Understand and implement Fire Department Orders and Cuidelines.	7	1	1	_	•	
B. Work with personnel in a harmonious manner in order to obtain approved goals and objectives.	-	1	_	7		0
	14.58	14.54	14.22	13.95		13.59
	_	Z	z	7	1	- ≥
Enables Performance of the Responsibility	I. Coordinates activities with other responding crews so that teamwork is accomplished and the emergency is brought under control with minimal effort and resources and in the safest way possible.	Assists in training new employees.	N. Conducts overhaul operations to ensure complete extinguishment of fire, make a final search for victims, and save any property that can be saved.	 Secures hazardous areas to provide safety for citizens and emergency personnel. 	T. Directs and supervises general maintenance work in the upkeep of apparatus, facilities, equipment; and grounds around station; supervise minor repairs; washing and drying hose; washing cleaning, waxing, maintaining and testing	apparatus and equipment. W. Maintains inventories of all station, apparatus, and equipment.

G. Organize and facilitate through dispatch responses to through dispatch as fire, incidents such as fire, disasters, mass casualty of mass destruction, aircraft incidents and responses to technical rescue situations.	AL S						
E. Analyze and implement for beneficial effects.	Ш			0		0	
C. Recognize and reward individual and group needs and accomplishments.	ပ-		La Carlo	0		←	
H. Understand and implement Fire Department Orders and Guidelines.	エ	September 1		7			
B. Work with personnel in a harmonious manner in order to obtain approved goals and objectives.	В			-			
			**************************************	12.36		12.23	12.12
			ğe. Ω	<u>.</u>		Σ	
0 = Not Relevant 1 = Enables Performance of the Responsibility		R. Conducts and participates in fire drills, classes in firefighting, EMS, Hazardous	Materials, and other emergency service- related subjects on s daily basis to ensure proficiency in HFD Emergency Operations.	F. Supervises the proper development of an adequate water supply when ordered to do so or fire conditions dicate.	M. Leads subordinates in returning places that have been involved in an emergency incident to a reasonably safe condition. Checks for structural damage, evaluate the safety of untilities, and assure the continual	operation of fire protection equipment such as fire alarms and sprinklers.	Minima forming the billing consensus. In order to detect evidence of arson and to protect the scene of any suspected arson incident.

through dispatch responses to incidents such as fire, Hazardous Materials, natural disasters, mass casualty events, mitigation of weapons of mass destruction, aircraft incidents and responses to technical rescue situations.			0	0	0	0	1
E. Analyze and implement for beneficial effects. G. Organize and facilitate	0		0	-	0	0	0
C. Recognize and reward individual and group needs and accomplishments.			0	₩	0	0	0
H. Understand and implement Tre Department Orders and Guidelines.			-	_	1	-	1
B. Work with personnel in a harmonious manner in order to obtain approved goals and objectives.			1		4-	. 1	1
	12.09	a	11.84	11.54	10.26	90.6	8.53
	×	=	EE	v	Α	FF	۵
0 = Not Relevant Responsibility	K. Assumes command at emergency Operations incidents (Haz-Mat, cave-ins, aircraft emergencies, extrications, etc.) and direct operations according to one's level or training, until relieved by a superior officer.	Assists with any special projects as a said projects as a said project by the Senior Capiain and District hind	EE. Ensures that the member's Texas Driver's license is current at all times.	S. Supervises and participates in Tactical Evaluation and Assignment Planning (TEAP) of buildings, hydrants, and other structures in fire prevention/planning programs.	Y. Assists in department supervisory and administrative activities.	FF. Reports employee changes of address.	P. Directs assigned apparatus in fire prevention activities as assigned.

